



United States
Office of Personnel Management

FWS Job Grading Standard for

Painter

4102

**Workforce Compensation and Performance Service
Office of Classification Programs
December 1997, HRCD-4**

COVERAGE OF STANDARD

This standard is used to grade all nonsupervisory jobs involved in applying coating materials (for example, paint, varnish, lacquer, shellac, epoxy resin, and teflon) on wood, metal, glass, synthetic, concrete, and other surfaces. This coating work is done with brushes, rollers, spray guns, and other related methods and techniques, and is performed on the insides and outsides of buildings, aircraft, vessels, mobile equipment, fittings, furnishings, machinery, and other surfaces.

WORK NOT COVERED

Jobs that involve using coating materials to refinish the dials of instruments and gauges or to make signs are not graded by this standard.

TITLES

Jobs covered by this standard below the WG-9 level are to be titled Painting Worker. Jobs covered by this standard at the WG-9 level and above are to be titled Painter.

GRADE LEVELS

This standard does not describe all possible levels at which jobs might be established. If jobs differ substantially from the skill, knowledge, and other work requirements described in the grade levels of the standard, they may warrant grading either above or below these grades.

HELPER AND INTERMEDIATE JOBS

Jobs that are part of a planned program of training and development to a higher grade are graded by job grading standards for [Trades Helper](#) and [Intermediate Jobs](#). (WG-9 in this standard is to be used as the "journey level grade" in applying the Intermediate Job Grading Table.)

4102-7**PAINTING WORKER, WG-7****4102-7**

General: The coating work at this grade is accomplished by standard coating methods such as brushing, rolling, and spraying, by the use of coating materials that are prepared according to specific directions, and by the application of coating techniques that ensure surfaces are fully coated, protected, and free from drips and runs. The WG-7 Painting Worker receives work orders and oral instructions that indicate the surfaces to be coated and the coating materials to be used. He prepares surfaces by methods such as sanding and wire brushing. He thins, stirs, and mixes coating materials according to specific directions. He applies various coating materials (for example, paints, varnishes, and shellacs) with brushes, rollers, spray guns, and other related methods and techniques, and sees that the coating finish meets surface protection requirements.

Skill and Knowledge: At this grade, the painting worker must have a knowledge of standard surface preparation and coating methods and techniques. For example, he must know how to remove such things as scale, rust, dirt, and old paint from surfaces so that coating materials will adhere properly. The painting worker must know how to apply coating materials so that the surfaces are free from skips, runs, and drips. The painting worker must have the skill needed to sand, wire brush, scrape, spackle, and putty surfaces. He must also have the skill needed to brush out, roll on, and spray coating materials, as well as the skill needed to apply other related methods and techniques, for example, cutting-in techniques and dip and overflow methods. The painting worker must have the ability to read and follow directions that explain, for example, how to apply and use prepared solvents and thin and stir coating materials. He must have skill in the use of tools and equipment such as scrapers, wire brushes, putty knives, sandpaper, paintbrushes, rollers, and spray guns.

Responsibility: A higher grade worker or supervisor assigns work orally or through work orders. The painting worker selects tools, decides on standard methods and techniques to use, and carries out the work with little check during its progress. He uses coating materials that are specified in work orders or by oral instructions, and stirs, thins, and mixes them according to specific directions. He decides on and applies standard methods and techniques that are best suited to clean surfaces, for example, sanding, scraping, or applying prepared solvents. He also decides on and applies standard methods and techniques that are best suited to putting protective coatings on surfaces, for example, brushing, rolling, cutting-in, or overflowing. The painting worker checks surfaces after coating to see that there are no skips and touches up as needed. A higher grade worker or supervisor checks to see that completed work meets requirements.

Physical Effort: The painting worker prepares and coats surfaces from ladders, scaffolds, and platforms, and where the surfaces to be coated are in cramped and hard-to-reach places. This requires him to stand, stoop, bend, kneel, climb, and work in tiring and uncomfortable positions. The painting worker frequently lifts, carries, and sets up materials and equipment that weigh up to 5 kilograms (10 pounds). Occasionally, he may handle materials and equipment that weigh 18 kilograms (40 pounds) and over.

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Working Conditions: The work is done inside and outside, and dirt, spray, and fumes are usually present. The painting worker is sometimes required to prepare and coat surfaces outside in bad weather. Occasionally, he may be required to wear protective equipment and clothing that are sometimes heavy and uncomfortable. The painting worker is frequently exposed to the possibility of cuts and bruises. He may occasionally be exposed to the possibility of broken bones.

General: The coating work at this grade is accomplished by any of the accepted methods of the trade including special finishing techniques such as marbling and graining, by using coating materials that are prepared in special as well as common ways, and by applying coating techniques that ensure surfaces have a smooth textured and decorative appearance and meet thickness and level requirements. The WG-9 Painter determines the methods, techniques, devices, and materials that are best suited to the surface finish required, for example, glossy finish, grained effect, or a finish that must meet specified thicknesses and levels. He prepares surfaces by methods such as smoothing with pumice and rottenstone, filling, shaping, and leveling with metal and synthetic resins, and mixing and applying precoating agents, for example, pickling and alkali compounds. He prepares coating materials by tinting, toning, matching, blending, and mixing in various additives. The painter applies coating materials with any of the accepted trade devices including those designed to give special effects, for example, brushes, rollers, spray guns, and graining devices. He sees that the coating finish meets match, texture, decorative, thickness, and level requirements.

In comparison with the Painting Worker at WG-7, the Painter WG-9 must have a greater knowledge of coating methods, techniques, devices, and materials, and how they are used to get a variety of finish results on various kinds of surfaces. The Painter, WG-9, also has greater responsibility than the WG-7 Painting Worker for planning the materials, tools, and techniques needed and completing the work with little or no advice. The supervisor checks work only to see that it meets accepted trade standards.

Skill and Knowledge: At this grade, the painter must have a knowledge of any of the accepted surface preparation and coating methods and techniques. For example, in addition to preparing surfaces in standard ways as found at the WG-7 level, the painter must also know how to build up, shape, and level surfaces with metal and synthetic resins, plastics, and patching compounds, obtain finely smoothed surfaces with abrasive compounds, pumice, and rottenstone, even out dents and scars by burning-in processes, and treat surfaces with precoating agents. He must also have a greater knowledge than the WG-7 Painting Worker about how to apply materials so that surfaces meet match, texture, decorative, thickness, and level requirements. The painter must have skill in matching, tinting, toning, and blending coating materials, and in combining agents (for example, catalysts, drying agents, and retardants) with coating materials. He must have the skill needed to apply coating materials by any of the accepted techniques including those used for getting special effects. For example, in addition to smoothing out brush and roller marks and preventing drips, runs, and skips as found at WG-7, the Painter, WG-9, must also have skill in such things as rubbing down (for fin-textured finishes), marbling, mottling, and graining techniques. The painter must have the ability to read and apply directions that relate to the mixture, use, and application of various kinds of coating materials, solvents, and precoating agents, for example, paint, varnish, epoxy, teflon, paint remover, alkali and phosphate compounds, pickling mixtures, and anti-growth agents. He must have skill in the use of

tools and equipment such as brushes, rollers, spray guns, trowels, screeds, straight edges, viscosity testers, graining devices, and wet and other thickness gauges.

Responsibility: The supervisor assigns work orally or through work orders. In addition to deciding on the best way to put on protective coatings as found at the WG-7 level, the Painter, WG-9, has greater responsibility for determining the methods, techniques, materials, and devices best suited to obtain smooth-textured and decorative surfaces and ensuring that surface coatings meet level and thickness requirements. The WG-9 Painter prepares surfaces by any of the accepted methods and techniques, and ensures that they meet smoothness, level, and shape requirements. He tints, tones, matches, and blends coating materials, adds various agents (for example, retardants, drying agents), and combines coating mixtures to get the proper color, texture, consistency, and drying state. The painter applies coating materials by any of the accepted methods and devices, checks such things as viscosity of coating materials and thickness of coatings on surfaces, and ensures that the match, texture, decorative appearance, level, and thickness meet finish requirements. The work at this grade is done with little or no checking during its progress or upon completion. The supervisor checks overall work to see that it meets trade standards.

Physical Effort: Physical effort at this grade is the same as that described at [WG-7](#).

Working Conditions: Working conditions at this grade are the same as those described at [WG-7](#).